

BUDGET OVERVIEW - ALL FUNDS



FY06 BUDGET AT A GLANCE

- ❖ Total General Fund operating revenues of \$15,509,072. Allocation of \$1,354,088 from fund balance.
- ❖ Total General Fund expenditures of \$16,863,160.
- ❖ Assessable real property base (net) projected to increase by \$110,013,501.
- ❖ Real property tax decrease of \$0.03 per \$100 of assessed valuation. Real property tax revenues increase by \$433,113 compared to FY05 budgeted revenues.
- ❖ Highway user revenues increase by \$242,372 compared to FY05 budgeted revenues.
- ❖ Income tax revenues increase by \$90,000 compared to FY05 budgeted revenues.
- ❖ Tax duplication payments from Montgomery County increase by \$381,413 compared to FY05 budgeted revenues.
- ❖ No change in full-time equivalent staffing (exclusive of seasonal employees).
- ❖ Employee salary costs increase by about \$80,500 due to market adjustments, step increases, and merit adjustments.
- ❖ Health insurance costs expected to increase 11.0%, at a cost of \$95,599.
- ❖ Workers' compensation insurance costs projected to increase by 20.0%, at an approximate cost of \$72,350.
- ❖ Full year of debt service for FY05 street improvement loan. Cost of \$372,853.
- ❖ Full year of debt service for FY05 Community Center bond issue. Cost of \$205,000.
- ❖ Anticipated expenditures of \$1,127,147 for street improvements. Of this amount, \$1,000,000 represents expenditures of loan proceeds.
- ❖ Contribution of \$100,000 to Equipment Replacement Reserve.
- ❖ Funding in the amount of \$25,000 for pedestrian safety initiatives.
- ❖ Funding in the amount of \$25,000 for affordable housing initiatives.
- ❖ Allocation in the amount of \$80,000 for salt storage facility.
- ❖ Continued implementation of Gateway Wayfinding Signage System. Funding in the amount of \$20,000.
- ❖ Restoration of Spring Park fountain at a cost of \$25,000.
- ❖ Continued emphasis on employee training and development. Funding in the amount of \$50,000 for this purpose, including implementation of citywide customer service training program. Train-the-trainer approach to be utilized.
- ❖ Storm Water Management Fund expenditures in the amount of \$228,000 for the construction, maintenance and repair of storm drains, inlets, channels, and ditches.
- ❖ Recently secured COPS Technology Grant of \$100,000 (prior to adjustment) reflected in Special Revenue Funds.
- ❖ Community Center Fund revenues include recently secured bond bill monies in the amount of \$350,000.
- ❖ Community Center Fund expenditures in the amount of \$1,437,087.

**CITY OF TAKOMA PARK
PERSONNEL SCHEDULE
FULL-TIME EQUIVALENTS**

<u>Department</u>	<u>FY 01</u>	<u>FY 02</u>	<u>FY 03</u>	<u>FY 04</u>	<u>FY 05</u>	<u>FY 06</u>
General Government						
General Management	8.00	9.00	9.50	11.25	6.00	6.00
Finance	3.75	4.00	4.00	4.00	6.00	4.00
Information Systems	1.00	1.00	2.00	2.00	2.00	2.00
Human Resources	0.00	0.00	0.00	0.00	1.50	1.00
City Clerk	0.00	0.00	0.00	0.00	0.00	2.00
Subtotal	12.75	14.00	15.50	17.25	15.50	15.00
Police						
Sworn Officers	41.00	41.00	41.00	41.00	41.00	41.00
Civilian Employees	14.00	13.75	13.75	14.75	14.25	14.25
Crossing Guards	1.44	1.44	2.22	2.22	2.22	2.22
Subtotal	56.44	56.19	56.97	57.97	57.47	57.47
Public Works						
Administration	2.08	1.83	2.83	2.83	2.83	2.83
Building Maintenance	3.50	4.98	4.48	4.48	4.98	5.80
Equipment Maintenance	3.33	3.33	3.33	3.33	2.83	2.83
Solid Waste	9.33	9.33	9.33	9.33	9.33	9.33
Right-of-Way Maintenance	6.25	10.50	7.60	7.60	7.60	8.00
Parks	5.25	0.00	0.00	0.00	0.00	0.00
Urban Forest	2.00	2.00	3.00	3.00	3.00	1.00
Gardens	0.00	0.00	0.00	0.00	0.00	2.00
City Engineer	0.75	0.75	0.75	0.75	1.75	1.25
Storm Water Management	0.50	0.75	0.75	0.75	0.75	0.75
Subtotal	32.99	33.47	32.07	32.07	33.07	33.79
Recreation	8.49	8.49	8.49	7.63	7.63	7.63
Housing and Community Development						
Administration	0.00	0.00	0.90	0.90	0.90	0.90
Code Enforcement	5.30	6.30	6.61	4.31	2.31	2.31
Landlord-Tenant	1.80	1.80	1.20	1.50	1.60	1.60
COLTA	1.20	0.20	0.30	0.50	0.80	0.80
Community Development	6.30	4.50	2.60	2.60	2.60	2.60
Grants Management	0.00	0.00	1.00	0.80	1.00	0.00
Outreach	0.00	0.00	0.30	0.20	0.00	0.00
Affordable Housing	0.00	0.00	1.20	1.00	0.60	0.60
Subtotal	14.60	12.80	14.11	11.81	9.81	8.81
Communications	2.00	2.54	3.13	3.00	3.00	3.00
Library						
Library	8.64	8.64	8.64	8.64	8.25	8.25
Computer Learning Center	0.00	0.00	0.00	0.00	0.50	1.25
Subtotal	8.64	8.64	8.64	8.64	8.75	9.50
TOTAL	135.91	136.13	138.91	138.37	135.23	135.20

Note: Part-time hours for recreation staff which fluctuate based on program registration are not reflected in the above figures

COMBINED STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE
ALL GOVERNMENTAL FUNDS
FOR THE FISCAL YEAR BEGINNING JULY 1, 2006

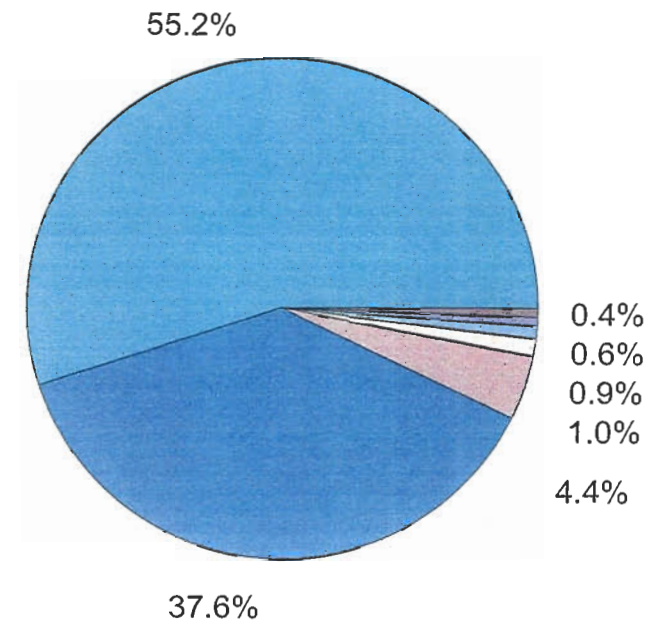
	<u>General Fund</u>	<u>Storm Water Management Fund</u>	<u>Special Revenue Funds</u>	<u>Community Center Fund</u>	<u>Total</u>
FY2006 Revenues	15,509,072	213,000	1,552,552	807,365	18,081,989
FY2006 Expenditures	16,863,160	228,000	1,463,275	1,437,087	19,991,522
Excess (deficiency) of revenues over expenditures	(1,354,088)	(15,000)	89,277	(629,722)	(1,909,533)
Other Financing Sources (Uses)					
Sale of property	400,000	0	0	0	400,000
Operating transfers in (out)	(403,309)	0	3,309	400,000	0
Total Other Financing Sources (Uses)	(3,309)	0	3,309	400,000	400,000
Excess (deficiency) of revenues and other financing sources over expenditures and other financing uses	(1,357,397)	(15,000)	92,586	(229,722)	(1,509,533)
Fund Balance					
Beginning of year	4,027,804	121,504	(92,586)	229,722	4,286,444
End of year	2,670,407	106,504	0	0	2,776,911

FY 06 Budget

Combined Revenues by Type

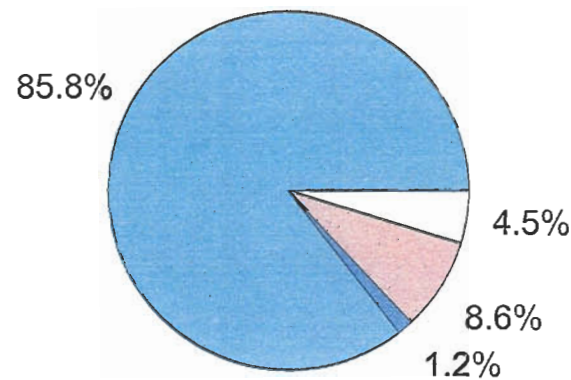
TOTAL = \$18,081,989

	Taxes & utility fees - \$9,975,839
	Intergovernmental - \$6,800,263
	Charges for service - \$790,000
	Miscellaneous - \$178,033
	Fines & foreitures - \$162,000
	Use of money & property - \$107,000
	Licenses and permits - \$68,854






FY 06 Budget

Combined Revenues by Fund

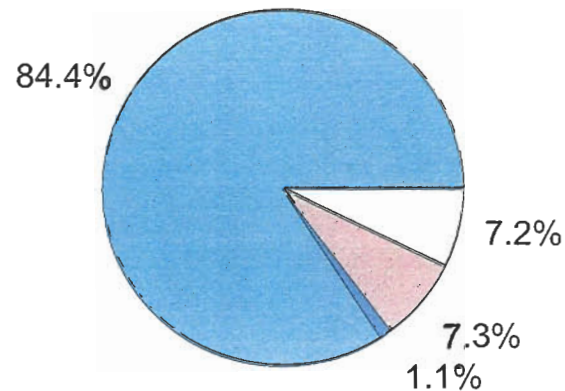


TOTAL = \$18,081,989





	General Fund - \$15,509,0722
	Storm Water Management Fund - \$213,000
	Special Revenue Funds - \$1,552,552
	Community Center Fund - \$807,365

FY 06 Budget

Combined Expenditures by Fund



TOTAL = \$19,991,522

	General Fund - \$16,863,160
	Storm Water Management Fund - \$228,000
	Special Revenue Funds - \$1,463,275
	Community Center Fund - \$1,437,087

Introduced by: Councilmember Barry

First Reading: June 6, 2005

Second Reading: June 13, 2005

Ordinance No. 2005-15

**AN ORDINANCE APPROVING AND ADOPTING THE BUDGET FOR FISCAL YEAR 2006,
BEGINNING JULY 1, 2005 AND ENDING JUNE 30, 2006.**

WHEREAS, in accordance with Article VIII of the Charter of the City of Takoma Park, the City Manager submitted a recommended budget for Fiscal Year 2006 to the City Council for its review and consideration; and,

WHEREAS, the Charter of the City of Takoma Park requires the conduct of at least one public hearing prior to adoption of the budget; and,

WHEREAS, the City Council held said hearings and received public comment on the proposed budget on May 2, 9, and 31; and,

WHEREAS, after considering the recommended budget submitted by the City Manager and the comments made at the aforementioned public hearings, the City Council has determined its priorities relative to the delivery of municipal services for Fiscal Year 2006.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND:

SECTION 1. The budget adopted hereto and by reference made a part hereof is hereby adopted for the year commencing on July 1, 2005 and ending June 30, 2006.

SECTION 2. The following amounts are hereby appropriated by fund:

Fund	Fiscal Year 2006 Appropriation
General Fund	\$16,863,160
Special Revenue Funds	1,463,275
Community Center Fund	1,437,087
GRAND TOTAL	\$19,763,522

SECTION 3. The following operating transfers are hereby authorized in accordance with the exhibits attached hereto and incorporated herein by reference:

Operating Transfer From	To	Amount of Transfer
General Fund	Community Center Fund	\$400,000
General Fund	Special Revenue Funds	3,309

SECTION 4. Use of the following fund balance amounts is hereby authorized to supplement other fund revenues and financing sources:

Fund	Fiscal Year 2006 Appropriation
General Fund	\$1,357,397
Community Center Fund	229,722

SECTION 5. In accordance with Section 803 of the Charter of the City of Takoma Park, a general contingency account in the amount of \$77,545 has been included in the Non-Departmental budget unit of the General Fund.

SECTION 6. A five-year Capital Improvement Program for Fiscal Year 2006 through Fiscal Year 2010 has been developed as part of the budget and is attached hereto and incorporated herein by reference.

SECTION 7. It is hereby acknowledged that the City Council, in its capacity as the Storm Water Management Board, approved a Storm Water Management Fund budget for Fiscal Year 2006 by Ordinance No. 2005-14.

SECTION 8. Should any section of this Ordinance be determined to be invalid, such invalidity shall not affect any other sections.

SECTION 9. This Ordinance shall be effective July 1, 2005.

Adopted this 13th day of June, 2005 by roll-call vote as follows:

AYES: Porter, Austin-Lane, Barry, Elrich, Mizeur, Seamens, Williams

NAYS:

ABSTAIN:

ABSENT:

Introduced by: Councilmember Williams

First Reading: June 6, 2005

Second Reading: June 13, 2005

Ordinance No. 2005-14

**AN ORDINANCE APPROVING AND ADOPTING THE STORM WATER MANAGEMENT
BUDGET FOR FISCAL YEAR 2006, BEGINNING JULY 1, 2005
AND ENDING JUNE 30, 2006.**

- WHEREAS,** Section 1101 of the Charter of the City of Takoma Park designates the City Council as the Storm Water Management Board for Takoma Park with all of the powers associated therewith; and,
- WHEREAS,** Section 4-204(d), Environment Article and Article 29, Section 3-205(l) of the Annotated Code of Maryland authorizes the adoption of a system of charges for storm water management programs by the City; and,
- WHEREAS,** Section 1006 of the Charter of the City of Takoma Park empowers the Storm Water Management Board to charge and to collect storm water utility fees and user charges to pay for storm water management activities in the City; and,
- WHEREAS,** the Storm Water Management Board desires to maintain a Storm Water Management Fund for the collection and payment of revenues and expenditures as it deems necessary to provide for the construction, maintenance, operations, and repair of the storm water management system in the City.

NOW, THEREFORE, BE IT ORDAINED BY THE STORM WATER MANAGEMENT BOARD OF THE CITY OF TAKOMA PARK, MARYLAND:

- SECTION 1.** For Fiscal Year 2006, a Storm Water Management fee shall be imposed on real property in the City in an amount sufficient to fund the Storm Water Management expenditures established by this Ordinance. The base rate for the Storm Water Management fee shall be \$28.68 as established by Ordinance No. 1999-14.
- SECTION 2.** A Storm Water Management Fund shall be maintained into which shall be deposited:
- (a) All the receipts and revenues from user charges and utility fees imposed by the City to pay for storm water management
 - (b) All charges, fees, fees-in-lieu, grants, and other contributions received from any person or governmental entity in connection with storm water management activities or programs.
- SECTION 3.** The budget adopted hereto and by reference made a part hereof is hereby adopted for the fiscal year beginning July 1, 2005 an ending June 30, 2006. Said budget provides for an appropriation in the amount of \$228,000 for storm water management activities.

SECTION 4. The use of \$15,000 of the Storm Water Management Fund fund balance is hereby authorized to supplement other fund revenues.

SECTION 5. Storm water management projects that are declared to be of an emergency nature as defined by the City Council in accordance with the Charter of the City of Takoma Park may be funded through the Emergency Reserve or other monies as designated by the City Council.

SECTION 6. Should any section of this Ordinance be determined to be invalid, such invalidity shall not affect any other sections.

SECTION 7. This Ordinance shall be effective July 1, 2005.

Adopted by roll-call vote this 13th day of June, 2005 as follows:

AYES: Porter, Austin-Lane, Barry, Elrich, Mizeur, Seamens, Williams

NAYS:

ABSENT:

ABSTAIN:

Introduced by: Councilmember Williams

First Reading: June 6, 2005

Second Reading: June 13, 2005

Ordinance No. 2005-13

**AN ORDINANCE ESTABLISHING THE TAX RATES FOR FISCAL YEAR 2006, BEGINNING
JULY 1, 2005 AND ENDING JUNE 30, 2006.**

WHEREAS, in accordance with Section 6-303 of the Tax Property Article of the Annotated Code of Maryland, the City Council is charged with the establishment of a municipal corporation tax rate on or before the first day of July of each year; and,

WHEREAS, a public hearing must be held prior to the establishment of said tax rate if the rate will exceed the constant yield tax rate as calculated by the Maryland Department of Assessments and Taxation; and,

WHEREAS, the proposed tax rate for Fiscal Year 2006 will exceed the constant yield tax rate; and,

WHEREAS, the required public hearing was held on May 9, 2005.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND:

SECTION 1. Section 7.16.020 of Chapter 7.16, "Real and Personal Property", of the City of Takoma Park Code is amended to read as follows:

"Section 7.16.020. Annual tax levy on real and personal property.

Effective July 1, 2005, all real and personal property which is subject to taxation by the City shall be subject to a tax on the assessed value of such real and personal property as such value is determined by the State Department of Assessments and Taxation, at the rate of:

Real Property	\$0.63 per \$100 of assessed valuation
Personal Property	\$1.575 per \$100 of assessed valuation
Railroad and Public Utilities	\$1.575 per \$100 of assessed valuation

SECTION 2. This Ordinance shall be effective July 1, 2005.

Adopted this 13th day of June, 2005, by roll-call vote as follows:

AYES: Porter, Austin-Lane, Barry, Elrich, Mizeur, Seamens, Williams

NAYS:

ABSTAIN:

ABSENT:

Introduced by: Councilmember Elrich

First Reading: June 20, 2005
Second Reading: July 5, 2005

ORDINANCE NO. 2005-19
Pay Scale for Police

An Ordinance to adopt a revised pay scale for police officers for FY06, tied to the Position Classification Schedule as approved by the City Administrator in accordance with Article 4, Section 4.04.140 through 4.04.220 of the City Code as modified by Ordinance 1999-29 or as modified herein.

WHEREAS, the City has determined that it is in the best interest of the City's Staff and of its Citizens to adopt a pay plan that provides for wages based on the current market; and

WHEREAS, a wage survey conducted by the City reflected that the grade of Private was at 95% of the market; and

WHEREAS, the City has ratified a Collective Bargaining Agreement with United Food and Commercial Workers Union Local 400 which provides for a market adjustment of 1.5% and a 5% adjustment to the grade of Private to be effective July 1, 2005.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND THAT the attached pay scale is adopted for the City's Police Officers for the Fiscal Year beginning July 1, 2005 and ending June 30, 2006, and will remain in effect until amended or repealed by the City Council.

Adopted this 5th day of July 2005 by roll-call vote as follows:

AYES: Porter, Austin-Lane, Elrich, Mizeur, Seamens, Williams

NAYS:

ABSTAIN:

ABSENT: Barry

POLICE PAY SCALE - FY 06

Ordinance No. 2005-19

1.5% Market Adjustment Effective July 1, 2005

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	Mkt Poi	Maximu
1-CADET							
Hourly	Annual	\$33,883					
	Hourly	\$16.29					
2- PVT							
Hourly	Annual	\$36,932	\$38,040	\$39,182	\$40,357	\$41,568	\$49,120
	Hourly	\$17.76	\$18.29	\$18.84	\$19.40	\$19.98	\$23.62
3- PVT							
Hourly	Annual	\$38,779	\$39,942	\$41,141	\$42,375	\$43,646	\$51,576
	Hourly	\$18.64	\$19.20	\$19.78	\$20.37	\$20.98	\$24.80
4-PFC							
Hourly	Annual	\$42,657	\$43,937	\$45,255	\$46,612	\$48,011	\$56,734
	Hourly	\$20.51	\$21.12	\$21.76	\$22.41	\$23.08	\$27.28
5-CPL							
Hourly	Annual	\$49,056	\$50,527	\$52,043	\$53,604	\$55,212	\$65,244
	Hourly	\$23.58	\$24.29	\$25.02	\$25.77	\$26.54	\$31.37
6-SGT							
Hourly	Annual	\$56,414	\$58,106	\$59,849	\$61,645	\$63,494	\$75,030
	Hourly	\$27.12	\$27.94	\$28.77	\$29.64	\$30.53	\$36.07
7-LT							
Hourly	Annual	\$64,876	\$66,822	\$68,827	\$70,892	\$73,018	\$86,285
	Hourly	\$31.19	\$32.13	\$33.09	\$34.08	\$35.11	\$41.48

Introduced by: Councilmember Mizeur

First Reading: June 6, 2005

Second Reading: June 13, 2005

ORDINANCE NO. 2005-16

**An Ordinance to Adopt an FY06 Pay Plan
for Staff Who are Covered by the AFSCME Collective Bargaining Agreement**

WHEREAS, the pay scale for staff who are covered by the AFSCME Collective Bargaining Agreement is tied to the Position Classification Schedule as approved by the City Manager in accordance with Title 4, Chapter 4.04.140 through 4.04.220 of the City Code, as modified by Ordinance 1999-29 or as modified herein; AND

WHEREAS, the City has determined that it is in the best interest of the City's Staff and of its Citizens to adopt a pay plan that provides for wages based on the current market; AND

WHEREAS, the City has ratified a Collective Bargaining Agreement with Local 3399, The American Federation of State, County, and Municipal Employees, which provides for a market adjustment to be effective July 1, 2005; AND

WHEREAS, the Department of Labor Wage and Salaries Employment Cost Index for State and Local Government as of December 2004 shows an annual market increase of less than 2.5%; AND

WHEREAS, the Collective Bargaining Agreement requires a minimum increase of 2.5%.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND, THAT the attached pay scale is adopted for the City staff who are covered by the Collective Bargaining Agreement with AFSCME for the Fiscal Year beginning July 1, 2005 and ending June 30, 2006, and will remain in effect until amended or repealed by the Council.

Adopted this 13th day of June, 2005 by roll-call vote as follows:

AYES: Porter, Austin-Lane, Barry, Elrich, Mizeur, Seamens, Williams

NAYS:

ABSTAIN:

ABSENT:

EMPLOYEE PAY SCALE - FY 06**Ordinance No. 2005-16****Staff who are covered by the Collective
Bargaining Agreement with AFSCME****2.5% Market Adjustment Effective July 1, 2005**

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	Mkt Point	Maximum
21	Annual Hourly	\$24,895 \$11.97	\$25,642 \$12.33	\$26,411 \$12.70	\$27,204 \$13.08	\$28,020 \$13.47	\$37,841 \$18.19
22	Annual Hourly	\$26,389 \$12.69	\$27,181 \$13.07	\$27,996 \$13.46	\$28,836 \$13.86	\$29,701 \$14.28	\$40,111 \$19.28
23	Annual Hourly	\$27,972 \$13.45	\$28,811 \$13.85	\$29,676 \$14.27	\$30,566 \$14.70	\$31,483 \$15.14	\$42,518 \$20.44
24	Annual Hourly	\$29,651 \$14.26	\$30,540 \$14.68	\$31,456 \$15.12	\$32,400 \$15.58	\$33,372 \$16.04	\$45,069 \$21.67
25	Annual Hourly	\$31,430 \$15.11	\$32,373 \$15.56	\$33,344 \$16.03	\$34,344 \$16.51	\$35,374 \$17.01	\$47,773 \$22.97
26	Annual Hourly	\$33,315 \$16.02	\$34,315 \$16.50	\$35,344 \$16.99	\$36,405 \$17.50	\$37,497 \$18.03	\$50,639 \$24.35
27	Annual Hourly	\$35,314 \$16.98	\$36,374 \$17.49	\$37,465 \$18.01	\$38,589 \$18.55	\$39,747 \$19.11	\$53,678 \$25.81
28	Annual Hourly	\$38,846 \$18.68	\$40,011 \$19.24	\$41,211 \$19.81	\$42,448 \$20.41	\$43,721 \$21.02	\$59,046 \$28.39
29	Annual Hourly	\$42,730 \$20.54	\$44,012 \$21.16	\$45,333 \$21.79	\$46,693 \$22.45	\$48,093 \$23.12	\$64,950 \$31.23
30	Annual Hourly	\$49,140 \$23.62	\$50,614 \$24.33	\$52,132 \$25.06	\$53,696 \$25.82	\$55,307 \$26.59	\$74,693 \$35.91
31	Annual Hourly	\$56,511 \$27.17	\$58,206 \$27.98	\$59,952 \$28.82	\$61,751 \$29.69	\$63,603 \$30.58	\$85,896 \$41.30

Introduced by: Councilmember Williams

First Reading: June 6, 2005
Second Reading: June 13, 2005

ORDINANCE NO. 2005- 17
An Ordinance to Adopt an FY06 Pay Plan
for Staff Who Are Not Covered By A Collective Bargaining Agreement

WHEREAS, the pay scale for the City's management staff and staff who are not covered by a collective bargaining agreement is tied to the Position Classification Schedule as approved by the City Manager in accordance with Title 4, Chapter 4.04.140 through 4.04.220 of the City Code as modified by Ordinance 1999-28 or as modified herein;
AND

WHEREAS, the City has determined that it is in the best interest of the City's Staff and of its Citizens to adopt a pay plan that provides for wages based on the current market;
AND

WHEREAS, the Department of Labor, Wage and Salaries Employment Cost Index for State and Local Government as of December 2004 shows an annual market increase of less than 2.5%; AND

WHEREAS, the Collective Bargaining Agreements require a minimum increase of 2.5%; AND

WHEREAS, the City wishes to provide benefits to non-union employees that equate to those received by union employees.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND, THAT the attached pay scale is adopted for the City's management staff and staff who are not covered by a collective bargaining agreement for the Fiscal Year beginning July 1, 2005 and ending June 30, 2006, and will remain in effect until amended or repealed by the Council.

Adopted this 13th day of June, 2005 by roll-call vote as follows:

AYES: Porter, Austin-Lane, Barry, Elrich, Mizeur, Seamens, Williams

NAYS:

ABSTAIN:

ABSENT:

EMPLOYEE PAY SCALE - FY 06**Ordinance No. 2005-17**

**For Management Staff and Staff who are not covered
by a collective bargaining agreement.**

2.5% Market Adjustment Effective July 1, 2005

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	Mkt Poi	Maximu
21	Annual Hourly	\$24,896 \$11.97	\$25,642 \$12.33	\$26,412 \$12.70	\$27,204 \$13.08	\$28,020 \$13.47	\$33,111 \$15.92
22	Annual Hourly	\$26,389 \$12.69	\$27,181 \$13.07	\$27,996 \$13.46	\$28,836 \$13.86	\$29,701 \$14.28	\$35,098 \$16.87
23	Annual Hourly	\$27,973 \$13.45	\$28,812 \$13.85	\$29,676 \$14.27	\$30,567 \$14.70	\$31,484 \$15.14	\$37,204 \$17.89
24	Annual Hourly	\$29,651 \$14.26	\$30,541 \$14.68	\$31,457 \$15.12	\$32,401 \$15.58	\$33,373 \$16.04	\$39,436 \$18.96
25	Annual Hourly	\$31,430 \$15.11	\$32,373 \$15.56	\$33,344 \$16.03	\$34,345 \$16.51	\$35,375 \$17.01	\$41,802 \$20.10
26	Annual Hourly	\$33,316 \$16.02	\$34,315 \$16.50	\$35,345 \$16.99	\$36,405 \$17.50	\$37,497 \$18.03	\$44,310 \$21.30
27	Annual Hourly	\$35,315 \$16.98	\$36,374 \$17.49	\$37,466 \$18.01	\$38,590 \$18.55	\$39,747 \$19.11	\$46,969 \$22.58
28	Annual Hourly	\$38,846 \$18.68	\$40,012 \$19.24	\$41,212 \$19.81	\$42,448 \$20.41	\$43,722 \$21.02	\$51,666 \$24.84
29	Annual Hourly	\$42,731 \$20.54	\$44,013 \$21.16	\$45,333 \$21.79	\$46,693 \$22.45	\$48,094 \$23.12	\$56,832 \$27.32
30	Annual Hourly	\$49,141 \$23.63	\$50,615 \$24.33	\$52,133 \$25.06	\$53,697 \$25.82	\$55,308 \$26.59	\$65,357 \$31.42
31	Annual Hourly	\$56,512 \$27.17	\$58,207 \$27.98	\$59,953 \$28.82	\$61,752 \$29.69	\$63,605 \$30.58	\$75,161 \$36.13
32	Annual Hourly	\$64,989 \$31.24	\$66,938 \$32.18	\$68,946 \$33.15	\$71,015 \$34.14	\$73,145 \$35.17	\$86,435 \$41.56
33	Annual Hourly	\$74,737 \$35.93	\$76,979 \$37.01	\$79,288 \$38.12	\$81,667 \$39.26	\$84,117 \$40.44	\$99,400 \$47.79
34	Annual Hourly	\$85,947 \$41.32	\$88,526 \$42.56	\$91,182 \$43.84	\$93,917 \$45.15	\$96,735 \$46.51	\$114,310 \$54.96